



Kite Ridge School – *Changing Minds*

KITE RIDGE SCHOOL ANTI BULLYING POLICY

Approved: October 2016

Next review: October 2019

INTRODUCTION

Kite Ridge School will ensure that all our students learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. To enable students to benefit fully from the opportunities available to them at school, staff will endeavour to make sure that all issues of bullying will be addressed and dealt with.

DEFINITION

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The three main types of bullying are:

- **Physical (hitting, kicking, theft)**
- **Verbal (name calling, racist remarks)**
- **Indirect (spreading rumours, exclusion from social groups)**

Some of these types of bullying may never be witnessed at Kite Ridge School as they require a higher level of intellectual skills than most of the students possess. However, within the range of students at Kite Ridge School it is not impossible that a level of verbal or indirect bullying may occur.

Students who are bullied may be able to tell a trusted adult that this is happening. At Kite Ridge School, the bullying behaviour may be witnessed by an adult either before during or after school. Other types of behaviour may be exhibited by a student who is being bullied. These may manifest themselves as changes in behaviour, such as becoming withdrawn, shy, nervous or clinging to adults. Some students may feign illness or take unusual absences. There may be changes in work patterns, levels of concentration or communication skills. Students must be encouraged to report bullying in schools. Often, the students at Kite Ridge are quite open and will tell if they can so it is imperative that any reported incidences are acknowledged and dealt with effectively. All staff must be alert to the signs of bullying and act promptly and firmly in accordance with school policy.

STATUTORY DUTY OF SCHOOLS

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents and students.

IMPLEMENTATION

At Kite Ridge the following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. If the staff member is unsure of how to proceed they must confer with a more senior Learning Mentor, the Deputy Headteacher or the Headteacher.
- A clear account of the incident will be recorded and given to the Headteacher.
- The Headteacher will confirm the account with the member of staff and with the student if appropriate.
- All teaching staff will be informed and parents will be kept informed.
- Measures to help students remain safe will be put in place. This may include changing environments and organisation.
- Should more serious measures be required then this will be in consultation with all parties concerned (school, parents, social care etc).

STUDENTS

Students who have been bullied will be supported by:

- Being taken seriously by a member of staff who knows them well.
- Being given reassurance.
- Offering continuous support.
- Restoring self-esteem and confidence.

Students who have bullied will be helped by:

- Discussing what happened using aids to help understanding like social stories, visual symbols (Communication in Print, Symbol Books, PECS).
- Finding out, if possible, what caused the bullying behaviour.
- Establishing the wrong doing and the need to change. Using Social Stories to teach the preferred behaviour rather than the non preferred behaviour.
- Informing parents/carers/guardians and encouraging all parties to work together to help to change the attitude and behaviour.

There are disciplinary steps that can be taken which might involve internal exclusion. However, at Kite Ridge School we understand that children with learning difficulties need support, understanding, repetition and encouragement to succeed in learning appropriate life skills. Within the curriculum Kite Ridge School will raise awareness of the nature of bullying through inclusion in PSHE, class circle time, assemblies and real life learning opportunities. This will be

presented not just as bullying but as items such as being kind, being helpful and being a good friend in an attempt to eradicate such behaviour.

Some of the physical behaviour exhibited by a few of the children at Kite Ridge School may not be deemed to be 'bullying behaviour'. As students are developmentally young the hitting, pushing, kicking type of behaviour may be an inappropriate way of communicating needs, wants or desires. It may also be a response to anxiety caused by situations that are beyond their control. For example: personal space, perceived threat causing the fight or flight reflex/response. It is important to assess whether an action is a case of bullying or a basic response to an anxiety making situation.

MONITORING, EVALUATION AND REVIEW

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.